

Dialogue



The newsletter of the Human Resources Division, Spring 2010



Governor's Commitment

Governor Deval Patrick is leading the effort to make the Commonwealth an inclusive workplace. On June 25, 2009, he unveiled the state's

Strategic Plan to Make Massachusetts a Model Employer for People with Disabilities. This landmark initiative delivers a roadmap for improving the recruitment and retention of state workers with disabilities, including workers who age into disability.

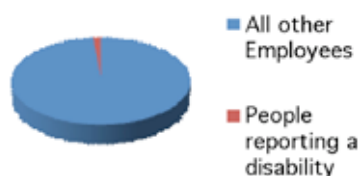
"As someone who oversaw the implementation of the Americans with Disabilities Act at the federal level, I know how challenging it has been to realize the promise of anti-discrimination in employment of people with disabilities," says Governor Patrick.

In the months ahead the Governor will look to employees of the Commonwealth to join him and his senior leadership in making the state a model employer. For ways that you can get involved in this conversation, go to: Massachusetts Office on Disability.

For a full copy of the strategic plan, click here to go to Strategic Plan to Make Massachusetts a Model Employer for People with Disabilities.

www.mass.gov/mod

Executive Branch Employees



Employees with Disabilities in Management



Welcome from Paul Dietl

Welcome to the inaugural issue of Dialogue, the Human Resource Division's newsletter on improving workforce diversity within the Commonwealth of Massachusetts. This newsletter is one of many activities my office is implementing in response to Governor Patrick's Executive Order 478 regarding non-discrimination, diversity, equal opportunity, and affirmative action. That order called for all agencies across the Commonwealth to identify and eliminate discriminatory barriers in the workplace. Part of this effort includes identifying, recruiting, hiring, developing, promoting, and retaining employees who are members of under-represented groups. Our goal is to ensure diversity and equal opportunity in all facets, terms, and conditions of state employment.

Over the course of the next year, our Dialogue will be dedicated to topics and practices relating to disability.

Our agencies currently employ 1,169 employees with disabilities who have self-identified through our confidential reporting process.

Three and half percent of these employees hold management positions. At least three or more of our senior level administrators have self-identified as persons with disabilities.

While the names of most of our employees with disabilities are unknown to us, their efforts are revealed every day in the work our state does to provide needed services and resources to our communities. Working beside them

*The Commonwealth:
Working to be a Model Employer*

are many more of you who may struggle every day with disabling health conditions but have not yet identified yourselves as having a disability.

Some of you may not know that you can request assistance to help you better manage your disability in the workplace to remain or become

more productive, whether you complete the self-identification form or not. And some of you may not feel supported

in requesting the assistance you need to make it easier for you to do your job. We want to change that. We want all of our employees to be informed, equipped, and empowered to do the best job on the job.

Our outreach efforts can only go so far, without your participation. We want to drive change to include more people with disabilities in our workforce, so we are asking for your partnership to help us improve.

The first step towards any positive change, however, begins with an understanding of the landscape. My Division has been working to collect data and information on current policies, procedures, and practices to bring more people with disabilities into our workforce. (You can review the workplan for this initiative online at www.mass.gov/mod).

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We investigated internship programs including statistics on the diversity of our workforce and

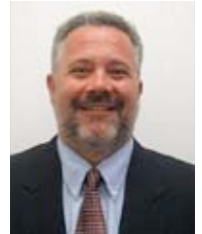
benchmarks for improving the number of people who self-identify as persons with disabilities. When we get better information from you to track how many employees have disabilities we can better identify and celebrate our successes and target resources to better understand where we can improve. With your help, working together, we can be better.

I invite you to read this quarterly newsletter to stay informed about our plans for expanding diversity in our workplace. Please visit our website at www.mass.gov/hrd/odeo to learn more about efforts around this issue. To learn the name of your ADA Coordinator and get contact information, visit the website @ www.mass.gov/mod.

Together we are better.

Join Us!

Paul Dietl
Chief Human
Resources
Officer
Commonwealth of
Massachusetts



How can I find my ADA coordinator?

If you need to find the ADA coordinator for your agency, you may access www.mass.gov/mod for a complete list.



We are
shaping an inclusive workforce.



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Meet Myra Berloff,
Director,
Massachusetts
Office on
Disability

"My office is committed to helping enhance our efforts to hire more people with disabilities."

The mission of the Massachusetts Office on Disability (MOD) is to ensure the full and equal participation of all people with disabilities, across age groups, in all aspects of life by working to advance legal rights, maximum opportunities, supportive services, accommodations and accessibility in a manner that fosters dignity and self-determination. Since June 2004, I have directed MOD with this mission in mind. Governor Patrick's recent release of the state's Strategic Plan to Make Massachusetts a Model Employer for People with Disabilities strengthens our efforts, particularly around employment. With his charge, I renew our commitment with the support of resources and strategies to increase the number of Commonwealth employees who also happen to have a disability. I look forward to hearing from you as we continue this conversation.